

PSJ1 Exh 32

Giant Eagle Bonus 2016 Pharmacy

I. Purpose

The Pharmacy Bonus Program is designed to encourage Team Members to work as a team toward a common goal of improving Company profitability and prescription volume.

II. Pharmacy Team Leader Calculation

| Bonus Percentages | | | |
|--|----------------|---------------|----------------|
| - Based upon the Salary as of the beginning of the FY | Minimum | Target | Maximum |
| - Individual Minimum—Target—Maximum percentages established by job level. If a minimum bonus level is not achieved, then a bonus will not be paid out (including any kickers). | 1% | 2% | 3% |
| Pharmacy Performance Modifiers¹ | | | |
| (1) Prescription Unit Volume: | | | |
| 0% | 0.5% | 1% | 1.5% |
| (2) Profitability: | | | |
| Generate a Direct Business Line Profit and show a positive increase over last FY | Target | | |
| Inventory turns improvement of 2 turns or in Top 10% of chain for turns | .5% | | |
| Amber vial waste reduction better than goal or in Top 10% in chain | .5% | | |
| Achieve immunization goals for the year | .5% | | |

Notes:

The Pharmacy Performance Modifiers will be based upon the location in which the Team Member spent the majority of the year.

III. Staff Pharmacist Calculation

| Bonus Percentages | | | | | | | | | | | |
|---|--|---------|--|-------------|--------|---|-------|---|------|--|------|
| - Based upon the Salary as of the beginning of the FY - Individual Minimum—Target—Maximum percentages established by job level | <table border="1"> <thead> <tr> <th>Minimum</th><th>Target</th><th>Maximum</th></tr> </thead> <tbody> <tr> <td>0.25%</td><td>0.5%</td><td>1%</td></tr> </tbody> </table> | | | Minimum | Target | Maximum | 0.25% | 0.5% | 1% | | |
| Minimum | Target | Maximum | | | | | | | | | |
| 0.25% | 0.5% | 1% | | | | | | | | | |
| Pharmacy Performance Modifiers¹ | | | | | | | | | | | |
| (1) <u>Profitability:</u> | | | | | | | | | | | |
| <table border="1"> <thead> <tr> <th>Performance</th><th>Score</th></tr> </thead> <tbody> <tr> <td>Achieve immunization goals for the year</td><td>0.5%</td></tr> <tr> <td>Inventory turns improvement of 2 turns or in Top 10% of chain for turns</td><td>0.5%</td></tr> <tr> <td>Amber vial waste reduction better than goal or in Top 10% in chain</td><td>0.5%</td></tr> </tbody> </table> | | | | Performance | Score | Achieve immunization goals for the year | 0.5% | Inventory turns improvement of 2 turns or in Top 10% of chain for turns | 0.5% | Amber vial waste reduction better than goal or in Top 10% in chain | 0.5% |
| Performance | Score | | | | | | | | | | |
| Achieve immunization goals for the year | 0.5% | | | | | | | | | | |
| Inventory turns improvement of 2 turns or in Top 10% of chain for turns | 0.5% | | | | | | | | | | |
| Amber vial waste reduction better than goal or in Top 10% in chain | 0.5% | | | | | | | | | | |

IV. Floater Pharmacist – Calculation

- Floating Pharmacists will be eligible to receive a lump sum amount based on the average Staff Pharmacist bonus. For PT Floating Pharmacists (30-39 standard hours), the bonus will be pro-rated.

V. Eligibility

- Must be a Pharmacy Team Leader, Staff Pharmacist or Floater Pharmacist with standard hours of 30 or more.
- A Team Member must be licensed and actively employed at the date that bonuses are paid in order to be eligible for a bonus.
- The bonus is based upon the salary at the beginning of the Fiscal Year.
- An existing Team Member must actively work in the Fiscal Year to be eligible for a bonus.

- VI. If for any reason, a Team Member is involuntarily terminated or resigns prior to the end of the fiscal year, he/she will not be eligible for a bonus. A Team Member must actively work until the end of Fiscal Year in order to be eligible for a bonus.
- VII. Whether the Company elects to pay a bonus and the amount of any such bonus is determined at the sole discretion of the Board of Directors.